

The Five Functions of a Team

Overview



In their absence we have:

INDIVIDUAL FOCUS

LOWER STANDARDS

AMBIGUITY

ARTIFICIAL HARMONY

**SELF PROTECTION/
INVULNERABILITY**

Reminders:



Trust is an essential component in teamwork, allowing us to focus our attention on the goal to be accomplished rather than on our own needs and experience.



Conflict can be a catalyst for finding the best path to a common goal.

It is essential to commit to a course of action.

It is also sometimes necessary to “disagree and commit.”

We, as teammates, have a responsibility to hold each other accountable to our goals and our collaborative model for achieving them.

Adapted from: The Five Dysfunctions of a Team by Patrick Lencioni, Jossey-Bass, 2002.